

# City Council Briefing

Purpose: provide an update on the mediation and the events that lead to expiration of the labor agreement with the EMS Association

City Council  
November 2, 2017



# Background for Labor Negotiations

- Austin voters approved a Charter amendment in 2012 providing civil service and labor contract bargaining for EMS employees
- City and EMS Association negotiated a 4-year labor agreement starting October 1, 2013
- In Spring of 2017, the City set out its **Bargaining Model** to the public



# Background for Labor Negotiations

- Bargaining Model
  - Begin with current public safety contracts
  - Changes negotiated at bargaining table
    - Management priorities
    - Public input
    - Association interests
    - Budgetary constraints
    - Past pay practice



# EMS Negotiations – Current Status

- Negotiations for a successor agreement began in May 2017, meeting a total of 15 full day sessions
- City and EMS Association's agreed to a 30-day contract extension at the end of September for the purpose of mediation
- During October the parties participated in 3 days of mediation with federal mediator, with no resolution



# EMS Negotiations – Current Status

- The Agreement expired September 30, 2017
- The extension expired at midnight October 30<sup>th</sup> with no successor agreement
- The parties were unable to reach an agreement due to impasse on pay increases (\$7.65 million apart)



# EMS Negotiations – Current Status

## MARKET - DIFFICULTY WITH COMPARABLES

- No other large City in Texas has an EMS Department separate from Fire which has the right to negotiate
- City began Market Analysis with outside Study – PFM
- City agreed with Association to seek other comparables
- City continued to verify parts of study – Montgomery County
- Looked at large Fire Department's with EMS at Council's request
- Looked to increases being bargained with other Public Safety Units



# EMS Negotiations – Comparables

## City of Austin vs. Montgomery County

	Minimum Salary	Maximum Salary	Annual Hours
<b>Medic I / EMT Basic</b>			
Montgomery County	\$37,000	\$56,200	2912
City of Austin	\$39,861	\$70,587	2184
Variance	+7.7%	+25.6%	
<b>Medic II / Incharge</b>			
Montgomery County	\$46,500	\$75,000	2912
City of Austin	\$46,650	\$82,568	2184
Variance	+0.3%	+10.1%	



# EMS Negotiations – Comparables

## EMS/Paramedic vs. Texas Fire/EMS Departments

	*Yr 1	Yr 3	Yr 6	Yr 9	Yr 12	Yr 18	Yr 20
<b>Arlington Fire</b>	56,316	62,094	71,908	71,908	71,908	73,700	75,543
<b>Corpus Fire</b>	50,124	55,812	55,812	57,084	57,084	57,084	57,084
<b>Dallas Fire</b>	49,207	54,263	62,812	72,718	74,172	74,172	74,172
<b>El Paso Fire</b>	42,286	46,623	53,968	62,474	62,474	62,474	62,474
<b>Houston Fire</b>	43,528	48,190	51,194	52,644	55,437	61,221	61,221
<b>San Antonio Fire</b>	52,164	57,900	59,004	59,004	60,180	61,392	61,392
<b>Average</b>	48,938	54,147	59,116	62,639	63,543	65,007	65,314
<b>Austin (Contract-Proposed Yr.1)</b>	49,107	51,563	55,172	63,166	67,588	77,381	82,798
<b>% Above/Below Average</b>	+0.3%	-4.8%	-6.7%	+0.8%	+6.4%	+19%	+27%

+10%

Data retrieved from PFM Survey



\*Yr = years of service

# EMS Negotiations – Internal Comparables

## Austin EMS/Fire Comparison of Additional Compensation

		5-Year Cumulative	# of Employees	Average per Employee 5-Year Cumulative
<b>EMS</b>	Last offer by City	\$20.9M	556	\$ 37,667
<b>Fire</b>	Final	\$23.8M	1,188	\$ 20,040



# Final Position

- **Monetary offers on the table**
  - CITY - \$20.9M (includes \$9M current STEP program and additional \$11.9 million over 5 years)
  - UNION - \$28.6M (includes \$9M current STEP program and additional \$19.6 million over 5 years)



# EMS Negotiations – Final Offers

## 5 year cumulative projection

City Final Proposal

Association Last Proposal

### New Pay Increases:

Base wages	\$5.2 M	\$10.7 M
Shift Differential	\$0.5 M	\$1.3 M
Step (additional increases)	\$5.1 M	\$5.9 M
On call (additional increases)	\$0.2 M	\$0.2 M
Education (additional increases)	\$0.9 M	\$0.9 M
Longevity (additional increases)	\$ 0	\$0.5 M

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<b>Subtotal</b>	<b>\$11.9 M</b>	<b>\$19.6 M</b>
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<b>Maintain existing step structure</b>	<b>\$9.0 M</b>	<b>\$9.0 M</b>
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<b>Total</b>	<b>\$20.9 M</b>	<b>\$28.6 M</b>
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*DIFFERENCE \$7.65 M*



# EMS Mediation

## CITY POSITION

- FINAL OFFER of \$20.9M over 5 years
  - willingness to work with Association on desired distribution of funding
  - offered additional proposals to address concerns of retention of employees in early years
    - Direct hiring of Paramedics to Medic II position
    - (NEW) Certification Pay for Paramedics in Medic I position
- Association did not offer a response, City offered to stay until midnight (contract expiration) to:
  - Come to agreement; or
  - Determine if further extension would be warranted.



# Mediation – as of October 30

## EMS ASSOCIATION'S POSITION

- Initially requested further extension of labor agreement; repeated through the day
- Did not make any additional proposals
- Did not respond to City's hiring offers relating to Paramedics
- Declined City's offer to continue discussions to assist City in determining whether an extension would be beneficial
- Stated that even if they stayed until midnight, they would likely only reduce their pay request by \$1 million over 5 years



# EMS Mediation

## **Circumstances in which City negotiating team would have recommended a second contract extension:**

- Mediation resulted in \$1 million or less difference in positions on pay increases; or
- City Council had authorized an additional funding
- City Manager had directed negotiating team to spend an additional \$5.5 – \$7 million to secure agreement



# Current Status / Next Steps

## EMS Management Contingency Plan

- Hiring, promotion, pay, and discipline procedures revert to state civil service law
- EMS Management working with the City Manager's office, Law Department, and the Human Resources Department to implement transition to state civil service procedures
  - Pay – maintain status quo (as permitted by state law)
  - Upcoming request for Council action to keep current step program and special pays in place
  - Hiring and promotions – current lists remain in place / new processes will follow state law
  - Employee communication strategy re changes



# QUESTIONS?

